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CONFIDENTIAL

16 February 1988
OCA88-0473

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting on H.R. 925 and the Gray Book

1. On 8 February 1988, Agency employees spoke with staff members of the House Intelligence Committee with respect to the above-captioned matters. Attending for the Agency were Ted Price, D/Personnel; [redacted] CAP/OP; and [redacted] and myself of the Office of Congressional Affairs. Attending for HPSCI were Mike O'Neil, Bernie Raimo, Steve Nelson, Calvin Humphrey, and Duane Andrews. (U) 25X1

2. The meeting began with a discussion of H.R. 925, which pertains to family and medical leave, and its impact on the Agency. I explained, via distribution of the proposed "fixes" coordinated with the Office of General Counsel and Office of Personnel, what the problems were. O'Neil asked what the real impact was on the Agency since the Agency claims to give more benefits than required by the bill. [redacted] explained that of course an employee whose parent or child was ill would be given the time off, but that the bill poses a management problem with respect to inflexibility. After some discussion, O'Neil stated that they would take a look at the problem and see what they would do. (AIUO) 25X1

3. Price then discussed the "gray book," i.e. the Human Resource Compensation Task Force study. He said that the employees did not like the idea of pay for performance; it threatened the current way of doing business. Younger employees tended to like the gray book overall. Each directorate issued a report to the task force, which was then sent to the Executive Committee. The DA turned out to be more forward-leaning than the DI and the DS&T was split. The DO liked the idea of persons recently promoted being able to receive other enhancements. Employees generally believed that a better PAR could not be constructed. They were in favor of additional career development plans. (AIUO)

[redacted] 25X1

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4. Efforts were concentrated on five specific fixes, which were given to the Executive Committee. The Committee then asked the task force to build implementation strategies. For example, explain further what is meant by simplifying position classification and give greater details about how to build uniformity into the awards sytem. NAPA can be used to look at the medical insurance problem as well as flexible benefits/cafeteria-style plans. The Agency will look at the two areas in which it is experimenting (COMMO and secretaries) and see what can be done vis-a-vis NAPA. 25X1

5. Employees want to make changes within the current system, although there is a question with regard to flexible benefits. 25X1 said that the Agency is building a system that will work within the General Schedule or banding and which can be centralized or decentralized. There is also concern about career development and the Agency is looking at ways to improve it, e.g. via a dual track system. With respect to incentive programs, the Agency will focus on those responsible for furthering the Agency's mission and will reward exceptional performance. 25X1

6. O'Neil was curious about problems the Agency will face in the future. Price emphasized the fact that growth will slow and promotions will decrease. There will be 10 to 12 years of no career growth. (The best in the Agency reach the acme of their careers at about 48 years of age.) Moving those who would fit better within another directorate will stop. Price gave demographic figures of interest to the staff members: 67 percent of the Agency is professional and 33 percent is clerical/technical. One-third of the professional employees are female. Minorities comprise 11.4 percent of all employees and 15.5 percent of EODs. Over 40 percent of EODs are female. 25X1

25X1

7. said that in about one month, the awards package will be ready. It will be built into the budget. The DCI is aware of OP's efforts; he has been briefed by the DDCI, who heads the Executive Committee. O'Neil asked if the Agency can implement its strategy without legislation. said yes, except with regard to 25X1 flexible benefits. Humphrey asked for a recent paper discussing the Language Incentive Program (LIP) mentioned by Price during the discussion of the awards program. 25X1

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Legislation Division
Office of Congressional Affairs

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OCA/LEG/ [redacted] (17 February 1988) 25X1

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